

Old Age, Disability, Death

First law: 1941.

Current law: 1971.

Type of program: Social insurance system.

Exchange rate: U.S.\$1.00 equals 161.15 colones.

Coverage

Employed persons in public and private sector.

Voluntary coverage for self-employed whose earnings are 75% of the current minimum agricultural wage.

Source of Funds

Insured person: 2.5% of earnings. Self-employed pay 4.50-7.25% of earnings.

Employer: 4.75% of payroll.

Government: 0.25% of total covered earnings. (Full amount not paid regularly in the past.)

Qualifying Conditions

Old-age pension: Age 61 and 11 months(men); age 59 and 11 months (women). Required monthly contributions decrease with age at retirement; 467 at earliest retirement age, down to 240 at age 65. Retirement from covered employment unnecessary.

Payable abroad.

Disability pension: Loss of 66-2/3% of usual earning capacity. 36 months of contribution (lump-sum grant paid if 6-35 months of contributions). Four additional months of contribution required for each year over age 55 when first covered.

Survivor pension: 24 months of contribution by insured (lump-sum grant paid if 6-24 months). Payable to widows, women *companions*, or both, children up to age 18 (25 if student or disabled), single daughters age 55 and older, and dependent parents or brothers and sisters.

Old-Age Benefits

Old-age pension: 60% of average earnings (based on highest 48 monthly wage or salary payments during last 5 years of coverage). Basic benefit increased by .0835% of average earnings for each month of contribution above 240. Increment of 1.5%, 2%, and 2.5% of pension for 1st, 2nd, and 3rd year retirement is deferred beyond age of initial eligibility.

Minimum pension: 16,000 colones a month (if computed amount smaller, lump sum is paid).

Maximum pension: 150,000 colones a month (up to 226,000 colones in case of deferred retirement).

Schedule of payments: 13 payments a year.

Adjustment: Adjustment of pensions twice a year.

Permanent Disability Benefits

Disability pension: Same as old-age pension (without deferment provisions).

Lump-sum grant: 7 months' average earnings.

Schedule of payments: 13 payments a year.

Adjustment: Adjustment of pensions twice a year.

Survivor Benefits

Survivor pension: 40% of pension paid or accrued to insured if under age 55 and childless. 60% if less than age 55, disabled or with dependents; 70% if over age 55 on date of insured's death. Payable to widow or dependent aged or disabled widower.

Minimum pension: Minimum disability or old-age pension times the percentages indicated for each type of beneficiary. Orphans: 30% of pension of insured, or 60% if full orphan, for each orphan under age 18 (no limit if disabled, 25 if student). Other eligible survivors:

Dependent mother or disabled father, 40% of pension if dependency was 75% or more, 20% if dependency less than 75%; dependent young, disabled, or aged brother or sister receives 30% of pension or 15% if dependency less than 75%.

Maximum survivor pension: 100% of pension of insured.

Lump-sum grant: 7 months' average earnings; maximum, 98,000 colones.

Funeral grant: Cost of burial; minimum, 20,000 colones; maximum, 80,000 colones.

Adjustment: Adjustment of pensions twice a year.

Administrative Organization

Costa Rican Social Insurance Fund, administration of program directed by executive president and 9-member board.

Sickness and Maternity

First law: 1943.

Current laws: 1952 and 1982.

Type of program: Social insurance system. Cash and medical benefits.

Coverage

Employed persons, including self-employed. Pensioners also covered for medical benefits.

Medical care: All residents.

Source of Funds

Insured person: 5.5% of earnings. Self-employed pay 6.43% of earnings (average). Pensioners pay 12.25% of pension.

Employer: 9.25% of payroll.

Government: 0.25% of total covered earnings.

Qualifying Conditions

Cash sickness and medical benefits: Contribution in month preceding onset of illness, and currently registered for cash sickness. For medical benefits, coverage begins in the month in which insured registers.

Cash maternity benefits and maternity care: 26 weeks of contribution during last 52 weeks. Wife of insured eligible for maternity care if insured contributed in month preceding birth.

Sickness and Maternity Benefits

Sickness benefit: 60% of earnings during last month.

Payable after 3-day waiting period for up to one year. (Employer pays 50% of earnings during 3-day waiting period.)

Maternity benefit: 50% of earnings, payable for 30 days before and 90 days after confinement for a total of 4 months.
Nursing allowance for up to 4 months if the mother is not nursing her child.

Workers' Medical Benefits

Medical benefits: Medical services ordinarily provided directly to patients through medical facilities of Social Insurance Fund. Includes general and specialist care, hospitalization, medicines, dental, auditory, and limited optometry services; maternity care, and appliances (at reduced cost). Payable up to 52 weeks (may be extended in special cases).

Dependents' Medical Benefits

Medical benefits for dependents: Same as for insured. Lump sum death benefit: Minimum, 20,000 colones; maximum: 80,000 colones.

Administrative Organization

Costa Rican Social Insurance Fund, administration of program. Fund owns and operates 29 hospitals and 152 clinics and is gradually extending jurisdiction over others according to law for integration of services with the Ministry of Health.

Work Injury

First law: 1925.
Current law: 1982 (labor code).
Type of program: Mixed compulsory and voluntary insurance with public carrier.

Coverage

Employed persons.

Source of Funds

Insured person: None.
Employer: Whole cost, through insurance premiums varying according to risk.
Government: None.

Qualifying Conditions

Work-injury benefits: No minimum qualifying period.

Temporary Disability Benefits

Temporary disability benefit: 75% of daily earnings for first 45 days; thereafter 100% of first 841 colones per day, 75% of earnings over 841 colones per day. Minimum benefit equals legal minimum wage at the time that the injury occurred. Payable from day of injury for up to 2 years.

Permanent Disability Benefits

Permanent disability pension: Total disability: If the incapacity is more than 67%, 100% of minimum wage plus 90% of earnings that exceed the minimum wage, payable monthly.
Grants awarded to purchase, rent or modify a house.
Partial disability: If the incapacity is between 50% and 67%, benefit equals 67% of earnings payable for up to 10 years. If the permanent

incapacity is between 0.5% and 50%, benefit equals percent of incapacity times the annual earnings, payable for up to 5 years. May be extended for additional five year periods if the insured shows economic need.
Constant attendance allowance: 14,000 colones a month (as of 1993).

Workers' Medical Benefits

Medical benefits: Medical and surgical care, hospitalization, medicines, appliances, and rehabilitation.

Survivor Benefits

Survivor pension: Widow or disabled widower, 40% of earnings of insured if sole survivor; 30% if there are other eligible dependents. Payable to for 10 years. May be extended for additional five year periods if there is economic need. 20% of earnings of insured payable to the mother or 30% if there are no dependent children, for 10 years.
Orphans: 15% to 40% of earnings if 1-3 orphans under age 18 (25 if student in higher education, no limit if disabled), 35% if full orphan (20% each if two or more). Also payable to dependent father or other dependent adults including those aged 60 and unable to work. Maximum survivor pensions: 75% of earnings of insured, provided this amount exceeds the minimum wage; if not, 100% of the minimum wage.
Funeral grant: 35,000 colones (as of 1993).

Administrative Organization

Ministry of Labor and Social Security, enforcement of law.
National Insurance Institute, administration of program.

Family Allowances

First law: 1974.
Type of program: Dual employment-related and assistance system.

Coverage

Persons (whether employed or not) not meeting qualifications for other pensions.

Source of Funds

Insured person: None.
Employer: 5% of payroll. (Exclusions: employers with payrolls less than 2,000 colones or agricultural companies with less than 3,000 colones monthly.)
Government: Percent of yield of sales tax.

Qualifying Conditions

Family allowances: Payable to persons over age 65, disabled persons, widows with dependents under age 15 (18 if student) orphans, dependents, and others if ineligible for benefits under contributory system and need is demonstrated.

Family Allowance Benefits

Family allowances (means-tested): Up to 6,500 colones a month for a beneficiary with 4 or more dependents. Reduced benefit if fewer dependents.

Administrative Organization

Ministry of Labor and Social Security, general supervision. Social Development and Family Allowances Fund, administration of program.

(The Costa Rican Social Insurance Fund is responsible for collecting contributions for family allowances.)

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